

ACT

March 31 is the deadline to finish your wellness qualifications!

Employee Assistance Program Monthly Webinar

Self-Care: Remaining Resilient

Learn to identify ongoing symptoms of stress and how to find a healthier approach to the demands of work and home.

Help is Always Available

If you are experiencing depression, anxiety, or suicidal thoughts, or know someone who is, the Employee Assistance Program can provide counseling and services.

The National Suicide Prevention Lifeline is always available at 800.273.8255.

Stressed at Work?

The Employee Assistance Program offers a wide range of tools for members who may feel overwhelmed by work-related stress. There are tons of articles, programs, and online seminars designed to help you find a balance between work and home life, making time for yourself, and getting along with coworkers. No matter what your stressors, the EAP can help you find a solution.

CONTACT US:

Call:

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Follow us on social media:



Learn

How Can Case Management Work for You?

The South Dakota State Employee Health Plan offers Case Management Services to its members through Health Management Partners (HMP). Case Management is a collaborative process between a patient, health care provider(s), and the patient's family/social support network. Patients are assigned a Case Manager, who helps navigate the complex medical system.

A Case Manager will assist with anything from assessment and evaluation of a medical condition to coordinating and implementing a treatment plan. For example, members can get assistance to manage cancer treatment, transplant options, depression or chemical dependency, traumatic injuries, high-cost medications or treatments, admissions to the Neonatal Intensive Care Unit (NICU), and many other situations.

Case Managers all have a professional license, such as registered nurse, dietitian, pharmacist, or nurse practitioner, and experience advocating for the needs of the member.

If you are interested in enrolling in HMP's Case Management Services, please call 866.330.9886. To learn more about Complex Case Management, please visit <https://benefits.sd.gov/ConditionsManagement.aspx/>.

Your beneFIT well-being program

Making Me Time

With work, family, and other obligations, time for you can be hard to come by. Yet research shows that those who set aside a relaxation period each day are happier and more productive. Take a detour to focus on yourself:

- *Get up earlier:* Mornings are perfect for some quiet solitude. Set your alarm a half hour earlier and spend it relaxing with a cup of tea or coffee and a good book. Write a few pages in your journal, pen a letter to a friend, meditate, or do a quick crossword puzzle.
- *Stay up later:* If you're not a morning person, carve out some time before you go to bed. Watch a favorite movie or browse through a magazine.
- *Develop a hobby:* Study a new language, create a work of art, learn how to garden — explore unfamiliar terrain to find something you enjoy and go for it.
- *Enforce a routine:* Plan time for *you* in your daily schedule so you're not tempted to fill solo minutes catching up on chores.
- *Call on your network:* Let those close to you know you're making this time a priority so they can support your efforts.

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Ask

I finished my wellness qualifications. When do I get my money?

The awards will happen in the new plan year, which begins July 1. Employees will receive the state contribution to their Health Savings Account (HSA) the first pay period following the start of the plan year if they are currently on the High Deductible Health Plan and have opened their HSA.

Employees new to the High Deductible Health Plan will not receive their funds until they have opened their HSA on the Discovery Benefits website and accepted the terms and conditions. A complete set of instructions can be found at <https://benefits.sd.gov/hsa/default.aspx>.

Employees who switch from the Low Deductible Health Plan to the High Deductible Health Plan for FY19 and have not exhausted their full FSA by June 30, 2018, will not receive the state contribution until late October/early November.

How much can I contribute to my HSA in 2018?

Employees on the High Deductible Health Plan who have an HSA account can make pre-tax payroll deductions directly into their HSA. The IRS sets limits for employee contributions to their HSA each calendar year:

The IRS maximum contribution for calendar year 2018 for employees with *single coverage* is \$3,450. This maximum includes both the contribution from the State and the employee. So employees who receive \$500 from the State for completing the three wellness qualifications should only plan to contribute \$2,950.

The IRS maximum contribution for calendar year 2018 for employees with *family coverage* is \$6,850. This maximum includes both the contribution from the State and the employee. So employees who receive \$1,000 from the State for completing the three wellness qualifications should only plan to contribute \$5,850.

How long do I have to spend my Health Reimbursement Account (HRA) funds?

After June 30, 2018, the South Dakota State Employee Health Plan will be closing any HRA account with a balance of less than \$50 and all Wellness HRAs regardless of the balance. Please spend your balance before the end of the plan year.

For information on how to check your HRA balance or to learn how you can spend your HRA, Combination HRA, or Wellness HRA funds, please visit: <https://benefits.sd.gov/HRA.aspx>.